Any multi-view strategy must support the strategic, operational, and institutional objectives maximizing human potential.

Adding multiple "views" to the Soldier Talent Profile help support domain objectives:

SOLDIER & CAREER COACHES

Supporting **Developmental Tasks**

For Soldiers:

- · Aids in Counseling
- Career Pathing
- Holistic View of their Talents
- Seeing Measurement Against peers in Assessment Data

For Career Coaches:

- Aids in Career Mentorship
- Recommendations for future Assignment Considerations for Soldiers
- · Assistance to Strength Managers in the Field Looking for Unique Talent & Skill Sets
- Supports the Marketplace
- **Broadening Considerations**

COMMANDER VIEW

Supporting **Operational Tasks**

For Commanders:

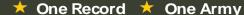
- · More talent information about their Soldiers
- Helps Identify, understand knowledge gaps in your formation
- Help Commanders Maximize Human Potential by leveraging Talent Information in **Multi-Domain Operations**
- · Provides information to help inform Operational decisions
- Informs Field Level Slating, Local Slating & follow-on position determinations

DYNAMIC VIEWS

Support **Strategic Tasks**

For HQ & Enterprise:

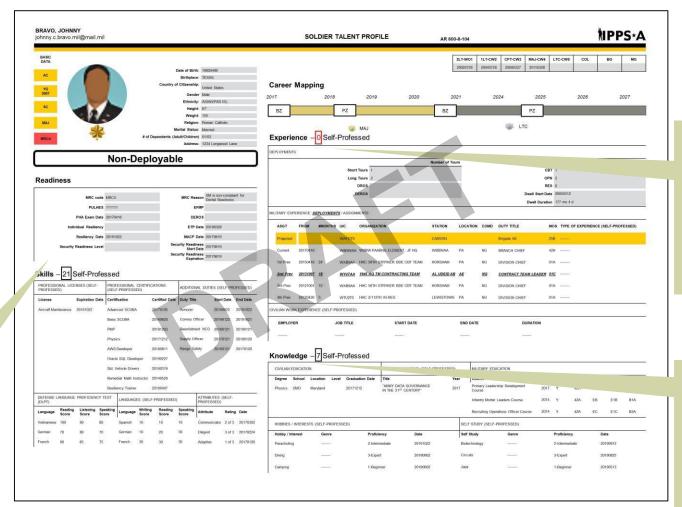
- · Catered views for specific use cases
- Senior Leader Initiative & **Decision Views**
- · Promotion Board Views
- Support Enterprise Level Talent **Alignment Considerations**
- Retention Considerations
- Identify Talent Gaps by Organization and **Demographics**
- Example: Succession **Planning**







The Soldier Talent Profile in Release 3 serves as a placeholder for additional requirements that expands on the KSBs of an individual



SELF **PROFESSED EXPERIENCE**

Self-Professed Experience ties to data from Experience related 25 Point Profile Points. #16 Cultural Experience & Proficiency, #17 Deployments and Exercises, #18 Military Work Experience & #19 Civilian Work Experience.

SELF **PROFESSED KNOWLEDGE**

Knowledge fields from #1 Civilian Education & #3 Military Education are Army- acquired. While the rest of the information comes from #4 Self-Professed Skills and #5 Thesis and Capstone.

SELF PROFESSED SKILLS

Self-Professed Skills ties to #7 License & Certifications. License and Certification Data lists come largely from the Army's Credentialing Opportunities On-Line.

The Soldier Talent Profile in Release 3 serves as a placeholder for additional requirements that expands on the KSBs of an individual

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SELF **PROFESSED BEHAVIOR**

Ties to #8 Self-**Professed Attributes** and Competencies -- a chance for a Soldier to express the attributes they think they holdmost.

CAREER PLANNING

Ties to #25 Soldier Preferences, in which a Soldier can express their Job and Geographic Location Preferences.

CULTURAL EXPERIENCE& **PROFICIENCY**

Ties to #16 Cultural Experience & Proficiency in which a Soldier can express their experience with Cultures across the world.